

# Tate Boyer

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## PROFESSIONAL SUMMARY

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HR Manager with a track record building high-impact solutions and improving retention.

## EXPERIENCE

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### HR Business Partner — Huels, Schimmel and Jast (2015-05-20 - Present)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 92 roles across EMEA/US, reducing time-to-hire by 14%.

### People Operations Manager — Fritsch, Ziemann and Treutel (2014-02-06 - Present)

- Implemented a performance review program which improved engagement scores by 13 points.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 67 roles across EMEA/US, reducing time-to-hire by 22%.
- Rolled out benefits and L&D programs that increased retention in key teams by 22%.

### People Operations Manager — Champlin and Sons (2017-02-09 - 2025-04-15)

- Implemented a performance review program which improved engagement scores by 16 points.
- Managed complex employee relations issues and maintained compliance with local employment law.

### Talent Acquisition Manager — Brekke, Batz and Walsh (2022-04-26 - 2022-06-14)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 5 points.

## TECHNICAL SKILLS

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### Talent

Employer Branding

### Operations

HRIS (Workday/BambooHR) • Payroll Coordination • Benefits Administration

### People Practices

Employee Relations • Performance Management • L&D • Succession Planning

### Compliance

Workplace Investigations • Diversity & Inclusion

## EDUCATION

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B.A. Business Administration, Lebsack - Ruecker Institute (2022)

## PROJECTS

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**solitudo** - Expanded scalable adapter <https://ignorant-schedule.net/>

**certe** - Profound intangible migration

**maiores considero ciminatio** - Phased neutral interface <https://monumental-sundae.org>

## CERTIFICATIONS

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- PHR